

SOLUTIONS for Michigan's 21st Century Workforce

The Purpose of SOLUTIONS

No matter how quickly—or how dramatically—the world changes, it is essential to have a vision that provides a sense of purpose and its commitment to creating a positive future. In companies, this is done through corporate vision statements. The vision statement provides an overarching focus that enables Michigan and organizations to adapt to their competitive landscape—and in turn sustain shareholder value. They provide a mirror that reflects what we do and how we do it.

SOLUTIONS presents a vision of what is possible by focusing and targeting what is done in the workforce system, what is done by educational institutions; what is done by employers and what is done by individuals.

SOLUTIONS sets out a challenge to these organizations to administer and manage their programs and services in a way that reflects this vision.

Being a leader in business today requires the ability to provide a vision for employees and shareholders. The visionary leader has the challenge of formulating and articulating a corporate vision that employees can buy into and work towards. What drives this is the conviction, passion, and enthusiasm the leader has in both the formulation and articulation of this vision. When change is rampant in an organization, and people feel their sense of control and security being taken away, why should they stay? What is in it for them in the long run? That is where the visionary leader comes in. The visionary leader can aim big and bring everyone along for the journey, making each person responsible for his or her part in seeing that the vision becomes a reality.

The Expected Outcomes

Having a vision helps individuals and organizations to structure our lives according to our priorities. We all have such full plates today that it is difficult to know what to do first. However, when we have a vision of what we want to achieve, we start to gravitate to those activities and projects that will lead us closer to our vision. The vision we hold becomes the compass that keeps us on track.

Having a vision gives us a common bond and purpose to strive for. One of the most important facets of a vision is the power it has to unify people to strive toward a common goal. When a corporate or organizational vision becomes more important than an individual's personal agenda, we rise above the "turf" issues and power struggles that can happen at work. Especially during times of change, it is crucial that everyone has a shared vision of what the organization seeks to accomplish, and what his or her part is in it.

Having a vision gives purpose and meaning to life. A vision is a vehicle that helps give life its meaning and purpose. It gives us the reason to stretch ourselves, get out of our comfort zones and to try something new ... a reason not only to embrace change but to initiate it. A vision allows us a view of what we can aspire to if we are willing to do the work to make it happen.

SOLUTIONS asks the workforce system and signatories to use this vision:

To establish their priorities;
To look at the needs of the whole when making decisions;

To rise above turf issues and work in concert towards SOLUTIONS that fit the need;
To use SOLUTIONS as a measure of their success and value.

Some of the resulting outcomes from SOLUTIONS are:

Implementation of programs that are consistent with SOLUTIONS;

Use of evidence-based practices to develop and evaluate programs; and

Increased Partnerships across organizations that are focus on alignment of resources and a reduction in duplication or effort.

For example, the MEGA-P effort in Washtenaw County brings together workforce, education and economic development organizations. It delineates the programs that are needed to support the county, details the needs, and aligns resources. Each partner has defined their resources and their commitment to work as one to deliver services.

Who Is Being Recruited To Sign-On?

SOLUTIONS was developed and adopted by Michigan's Council for Labor and Economic Growth, (CLEG). CLEG has oversight authority for the state's workforce system. Thus having organizations that are a part of the Workforce system as signatories is essential. This includes:

Local Workforce Boards/MWA

Community Colleges

K-12 Education

The hope is that SOLUTIONS will not be limited to the public workforce system, but represent a vision that community-based organizations, employers, industry associations, organized labor and others will seek to embrace and follow.

What Will Signatories Be Expected To Do?

Like a corporate vision statement, CLEG will use SOLUTIONS as guidance when it reviews and approves state workforce system efforts. CLEG will ask those seeking its support how their plan or proposal meets with SOLUTIONS vision.

Other organizations that sign on the SOLUTIONS will be asked to use its vision as a guidepost in their work. This could include posting SOLUTIONS in a public area and communicating with their members and employees, the importance of following this vision.

Recruiting Signatories

At its June 5 meeting, the Council for Labor and Economic Growth (CLEG) adopted SOLUTIONS for Michigan's 21st Century Workforce. SOLUTIONS provides guiding values for Michigan's workforce investment system. We think that SOLUTIONS is a powerful statement about the values of our State.

SOLUTIONS was developed by CLEG members. Active participants have included representatives from a range of businesses, industry associations, K-12 education, post-secondary education, the Michigan Works Agencies, community based organizations and organized labor.

Organizations and associations representing Michigan businesses, communities and other stakeholders are being asked to sign on to SOLUTIONS. By signing on, these organizations are agreeing that it shares the values and principles included in SOLUTIONS and will work to make them a reality.

Copies of SOLUTIONs will be provided to all signatories to display in their offices.

If you have questions please contact:

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